

PIP Item 2B.2.3 Enhance process for monitoring placement stability. Develop and implement regional action plans to increase placement stability.

PIP Item 2B.2.2 was implemented to prepare field staff for this step. This was a training to teach staff how to use reports.

The Coordinating Services for Children workgroup and Bruce Linder, Director of Service Regions, met to discuss PIP item 2B.2.3. The following is an outline of the process that was used to assist the nine service regions in the development of their region specific action plans.

A list of questions was provided that were designed to assist them in assessing the many different unique factors that may impact placement stability in their region. They were also given some general best practice tips. A copy of the questions and the best practice tips are attached. Two conference calls were set up and facilitated by the Coordinating services work group with the service regions. The first call was conducted on Oct. 27, 2010, and the other on November 3, 2010. The calls were designed to provide discussion across the regions and to provide technical support.

The CQI tool will be used to measure the progress on this item and the specific questions are list below.

84. Placement type for the child:
94. The children has experienced only two placements or less in their most recent entry in OOHC.
117. Is there evidence that services were offered / arranged to meet caregiver's needs to support the safety and stabilization of the placement?
119. Child is in a placement that the reviewer believes will last until permanency is achieved?
123. If the child experienced a move during the current OOHC episode, did it occur for reasons directly related to helping the child maintain family connections or achieve the permanency goal?
129a. The contacts reflect documentation that resource parents or relative caregivers are supporting the child in the following areas: permanency

Enhance process for monitoring placement stability

PIP Item 2B.2.3 Develop and Implement regional action plans to increase placement stability. Due November 30th 2010

Each region has its' own unique challenges to placement stability. No one size fits all plan will address the cause of placement instability. As each region begins to develop their plans, many factors should be taken into account. In order to determine your approach to this you must first think outside the box. Determine what factors impact your region and or individual counties. There are a number of best practice items to be taken into consideration when developing your plans.

The Coordinating Services for Children Workgroup has put together some information to assist you with developing your plans. We have also set up (2) conference calls for anyone who would like to discuss their plans. The calls are set for Oct 27th @ 1:15 and November 3rd 1:45. Your participation in the call is not mandatory. We simply want to be a resource if you need us. If the times listed above are not convenient for you, please let us know and we can work something out for your region. The conference call number is **877-746-4263 part code 0256847#**

Here are some factors to consider when identifying the things that impact placement stability:

- a. Were the foster homes and the child/ children a good match?
- b. Does your region have enough homes to make good matches vs. we just use what we have.
- c. Does the region have a specific protocol around exhausting DCBS homes before requesting CRP to locate a PCC home? Does the region have a policy around exploring options before moving children? If so, is all staff aware of this?
- d. When an exception is done in any kind of foster home, is DCBS actively involved in the plan of care developed to support the home?
- e. Are the R and C workers identifying and addressing issues that have been identified in DCBS homes?
- f. In your region, are there specific types of kids that move a lot, i.e. younger vs. older?
- g. Are there specific counties that have higher rates of moves?
- h. Do kids placed in DCBS homes vs. PCC homes move more?
- i. How well are your DCBS staff educated on their role in working with children who are placed in PCC's. Do they know how often they should visit? Do they insure that the child is receiving services, such as therapy and how often?
- j. Are staff aware of reactive attachment disorder (RAD) and how moving children impacts this?

- k. Are there any specific patterns noted for your region, more PCC placements vs. the rest of the state? Why? How are addressing this?
- l. Are we recruiting the homes that we need or are we training anyone who says they want to foster? Are the DCBS foster homes that we have now, full? Why or Why not?
- m. Have you examined any patterns that may be impacting placement stability: new foster homes + new workers =disruptions, How do you support this?
- n. Is there a pattern where sibling groups are placed together but one of the kids has severe needs and this child causes the whole group to move?

Here are examples of some tools that you can use as you explore the causes of placement instability in your region:

TWIST 058

TWIST 178

Dispersion Maps

Diligent recruitment regional/county maps

Remember when developing your plan, it is important to determine how you will measure your success. Everyone needs to state that the CQI will be used, questions 84, 94, 117, 119, 123 and 129A. You can use other measures but these are mandatory.

Improving Placement Stability

- minimize the number of placements
- optimal first placement
- avoid sudden moves or changes
- move child only for “urgent and compelling reasons”

- place child with a family member when at all possible
- place siblings together
- allow child to have regular frequent contact with family members if at all possible
- give child some control over visits with family members
- keep everything else familiar to the child as much as possible
- maintain child in the same school
- maintain child’s connections with friends
- maintain child’s bond with the same community, church etc.

- allow the child to have a voice and choice in the decisions that are made
- involve the child, parents and caregiver in case planning

- recruit quality caregivers (some regions require a meeting before disruption)
- provide consistent support to the caregiver
- fully inform caregiver about the child’s problematic issues prior to placement
- connect caregiver and child to adequate resources and services
- prompt therapeutic assessment and services for the child upon placement
- implement intensive services for the first 6 months of placement
- frequent and quality contact with the child and caregiver by caseworker
- 24-hour support resource for caregivers
- open and honest communication between caregiver and caseworker
- facilitate a pre-placement meeting when possible
- provide more training to caregivers
- increase the caregiver’s ability to respond in positive and productive ways to the child’s problematic behaviors
- establish caregiver support networks
- do not overcrowd the placement resource
- “goodness of fit” assessment; matching temperaments of child and caregiver
- match the experience level of caregiver with the specific needs of the child
- provide more meaningful incentives to caregivers and children to maintain current placement
- in-home services ready and available to help prevent disruption

- encourage caregiver to form a strong bond with the child
- encourage caregiver to demonstrate affection and acceptance to the child
- encourage caregiver to show regular positive individual attention to the child

- encourage caregiver to have family outings with the child, that appeal to the child
- encourage caregiver to be involved in the child's interests
- encourage caregiver to focus on child's strengths
- encourage caregiver to value child's family of origin, and cultural heritage and to participate in cultural activities.
- address budding negative attitudes early, in the caregiver or in the child
- use of respite by caregiver
- child made to truly feel part of the family, not a guest, stranger, or intruder
- provide child with his own room/space/privacy
- establish child as part of the daily routine of the household
- provide child purposeful tasks/chores; have him contribute in a positive and meaningful way to the working of the household; not simply a "boarder"
- caregiver being flexible, and not expecting the child to have the sole responsibility of adapting to the placement
- clearly defined boundaries and rules, tempered by sincere love and concern
- establish family traditions and rituals; include child
- regular family meals together
- child allowed and encouraged to bring friends home to visit
- annual (subsidized?) family "retreat" or "therapeutic vacation" together
- family working together to help others
- give child a sense of responsibility in the home: take care of a pet, tutor younger siblings, read to children etc.
- caregiver to give the child the opportunity to establish trust (or to earn it back)
- caregiver to convey a firm commitment to the child
- regular (weekly) family meetings in the home
- play games and have fun together as a family
- encourage the child to develop and pursue own talents, interests, hobbies
- caregiver to find common interests and hobbies to do with the child
- Work to improve relationships between foster parents and workers. (potluck quarterly)
- Make sure that the foster parent is able to reach someone after hours when there is a major crisis.
- Foster parent CQI management take turns facilitating.

LAKES REGION ACTION PLANNING

October 2010

GOAL: Enhance Child Stability and Permanency

OBJECTIVE: Improve placement stability in Lakes Region

STRATEGY: Review and enhance regional protocol, practice, consultation processes, communication and casework related to placement stability as these areas all identified as issues that impact placement stability within the Lakes Region

TASK(S)	Lead Assigned	Evidence of Completion	Date Due	Date Completed
Review & possibly revise Lakes OOHHC placement protocol - PIP team to review - Seek Central Office review re use of DCBS homes vs best interest of child (re proximity, connections, sibs together, fx, etc.) -Revise protocol & implement if needed	Janet Doyal Renee Buckingham Janet Doyal	Meeting summary	10/4/10 11/1/10	11/1/10
Increase worker knowledge of foster home resources -Send out email "snippets" re new FH -Foster home books in local offices to be updated including pictures -Share info at region Intake Treatment Workers mtgs	Dana Matlock	Emails Books current with photos	11/1/10 PIP Agenda item Ongoing	Ongoing
Improve communication b/t case mgr and R&C wkr -Invite R&C workers to case conferences -R&C wkr's to document child visits for case mgr -Both workers mutually responsible for communication	Associates to establish expectation; FSOSs monitor	Mtg agenda Improved communication	10/31/10 Ongoing	Ongoing
Utilize URC/Case Consult process more effectively -Focus on best placement first—URC BEFORE placement -Disruption URC EARLIER in the process to avoid disruption/ may be requested by case mgr or R&C	Janet Doyal	Review in Regional FSOS Management mtg	10/28/10	10/28/10 Ongoing
Quality monthly caseworker visits with children and FP within the foster home -Continue to reinforce need for monthly quality visits -Add statement on FP board bill asking if visits were made -Check wording of previous statement -Inform staff via FSOS mtg —"NO" answers to be followed up by SRCAs -3 missed visits—R&C FSOS to contact SRAA	SRAAs	Review in Regional FSOS Management mtg Meeting summary	10/28/10	10/28/10 11/1/10 Ongoing Ongoing
Diligent recruitment -Utilize Project Match recruiters as much as possible -R&C to request recruitment supplies -R&C to continue diligent recruitment efforts	Renee Buckingham SRCAs Dana Matlock	Documented recruitment efforts	Ongoing	Ongoing
Training -Foster Care Network and R&C working to develop a training on placement stability for foster parents.	Dana Matlock	Training developed and implemented	January 2011	
Measure progress on placement stability	Gary Brooks	178, Federal DIG and CQI questions 84,94,117, 119, 123, and 129A	January 2011	

Training for EMSR	Margi Lindon	Minutes of CQI training Federal DIG Q. 117 Q. 123	January 2011	11/23/10
(E)Explore placement stability patterns throughout EMSR	Belinda Boggs	Minutes of FSOS meeting Federal DIG Q. 178 Q. 84 Q. 94 Q. 117 Q. 119 Q. 123		
(F)Targeting children in care from 18-24 months by review of Management Report 178	Belinda Boggs/ Cyndee Trent	Minutes of CQI meeting Federal DIG Q. 178 Q. 84 Q. 94 Q. 117 Q. 119 Q. 123	Ongoing	

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LAKES REGION ACTION PLANNING

October 2010

GOAL:	Enhance Child Stability and Permanency			
OBJECTIVE:	Improve placement stability in Lakes Region			
STRATEGY:	Review and enhance regional protocol, practice, consultation processes, communication and casework related to placement stability as these are issues that impact placement stability in the region.			
TASK(S)	Lead Assigned	Evidence of Completion	Date Due	Date Completed
Review & possibly revise Lakes OOHC placement protocol - PIP team to review - Seek Central Office review re use of DCBS homes vs best interest of child (re proximity, connections, sibs together, tx, etc.) -Revise protocol & implement if needed	Janet Doyal Renee Buckingham Janet Doyal	Meeting summary	10/4/10 11/1/10	11/1/10 PIP Agenda item
Increase worker knowledge of foster home resources -Send out email "snippets" re new FH -Foster home books in local offices to be updated including pictures -Share info at region Intake Treatment Workers mtgs	Dana Matlock	Emails Books current with photos	Ongoing	
Improve communication b/t case mgr and R&C wrkr -Invite R&C workers to case conferences -R&C wrkers to document child visits for case mgr -Both workers mutually responsible for communication	Associates to establish expectation; FSOSs to monitor	Mtg agenda Improved communication	10/31/10	Ongoing
Utilize URC/Case Consult process more effectively -Focus on best placement first—URC BEFORE placement -Disruption URC EARLIER in the process to avoid disruption/ may be requested by case mgr or R&C	Janet Doyal	Review in Regional FSOS Management mtg	10/28/10	
Quality monthly caseworker visits with children and FP within the foster home -Continue to reinforce need for monthly quality visits -Add statement on FP board bill asking if visits were made -Check wording of previous statement -Inform staff via FSOS mtg --“NO” answers to be followed up by SRCAs -3 missed visits—R&C FSOS to contact SRAA	SRAAS Renee Buckingham SRCAs Dana Matlock	Review in Regional FSOS Management mtg Meeting summary	10/28/10 11/1/10	Ongoing Ongoing
Diligent recruitment		Documented recruitment	Ongoing	

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-Utilize PR to match recruiters as much as possible -R&C to request recruitment supplies -R&C to continue diligent recruitment efforts	Dana Matlock	Training developed and implemented	Dec 2010
Training -Foster Care Network and R&C working to develop a training on placement stability for foster parents	Dana Matlock		

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ACTION PLANNING – Northern Bluegrass

GOAL: Enhanced Child Stability and Permanency (Theme 2)

OBJECTIVE: Improve Placement Stability

STRATEGY: Assisting staff with choosing best placement

This was chosen as we found that staff in the region at times accept the first placement instead of searching for the best placement

TASK(S)	Lead Assigned	Evidence of Completion	Date Due	Date Completed
Regional protocol has been and continues to be: Staff <u>must</u> consider DCBS Foster homes <u>first</u> . Staff are not permitted to accept a PCC placement until DCBS reports they do not have a home OR staff have obtained SRAA approval to use a PCC placement (because of best interest issues such as keeping siblings together, keeping child in the same school.) If a DCBS home is available – staff MUST obtain SRAA approval to use a PCC home.	All P&P staff	DCBS homes are given priority for placement of youth.	Ongoing	Ongoing
To avoid staff from accepting the first placement option that calls them, the Regional expectation will be communicated with DCBS staff, CRP and PCC staff, that all placement acceptances must go through the Placement Coordinators so that all placement options can be carefully reviewed and compared by staff.	SSS, SRCA	All DCBS staff and PCC staff are aware that PCC foster care agencies are not to call workers directly so that workers are aware of all placement options through CRP.	Sept 2010	Complete
Staff will not accept placement from a PCC who contacts them directly. Staff will work with CRP to identify all potential placement options and will review all option to determine best placement for youth.	FSOS/ SSW	Staff are making informed decisions after carefully reviewing all placement options.	Sept 2010 and Ongoing	Complete
A tip sheet of questions workers should ask before accepting foster care placement will be created.	Eric Dodson	Tip sheet is completed	Oct 2010	Complete

OBJECTIVE: Improve Placement Stability			
STRATEGY: Assisting staff with choosing best placement			
Continued...			
Placement Questions tip sheet will be shared with FSOS at Oct. 2010 FSOS meeting and will be shared with all staff in team meetings.	SRCA / FSOS	All staff have a copy of the placement questions tip sheet	Oct 2010
FSOSs will be reminded of the CRP comparative Report and the information it contains.	SRCA	FSOSs have additional information on CRP comparative report and how to use it.	Oct 2010
CRP placement coordinators will provide staff with a print out of information on each residential placement accepting youth. FSOS / SWK will use this information to identify the most appropriate residential placement based on youth's needs.	CRP Placement Coordinators	FSOS and SWK are given written information of residential programs in order to make informed decisions	Ongoing
When a PCC Foster care agency accepts a placement, they will provide a 1 page home study update providing current information on their home. If the worker believes this home may be a good fit, they will request the entire home study to review.			

ACTION PLANNING – Northern Bluegrass

GOAL: Enhanced Child Stability and Permanency (Theme 2)

OBJECTIVE: Improve Placement Stability

STRATEGY: Exploring placement disruptions in NB
It was clear to the workgroup that we need to have a better understanding of why children are disrupting placements so we can address any specific trends or issues identified.

TASK(S)	Lead Assigned	Evidence of Completion	Date Due	Date Completed
A review of youth who have been in care for 1 year and had 3-4 placement moves will be completed. Youth will be identified through TVS 058. Review will look at child specific characteristics and case issues such as number of workers, visits to the placement, therapeutic interventions, etc.	SRCA/ MSSW student	Cases are reviewed	12/10	
Case review information will be analyzed to examine reasons for placement moves and identify opportunities to improve practices in the region.	SRCA/ MSSW student; PIP workgroup	Data is analyzed and opportunities to improve outcomes are identified.	3/11	
Workgroup will request information from Central Office on foster care disruptions in NB.	CQI specialist	Data requested	11/10	
Foster placement disruptions will be examined to identify trends and / or opportunities to work with PCCs to improve outcomes for youth.	PIP workgroup	Action plan developed based on data	3/11	

ACTION PLANNING – Northern Bluegrass

GOAL: GOAL: Enhanced Child Stability and Permanency (Theme 2)

OBJECTIVE: OBJECTIVE: Improve Placement Stability

STRATEGY: Tracking Placement Stability in the region

TASK(S)	Lead Assigned	Evidence of Completion	Date Due	Date Completed
Region will track the following outcomes through the CQI case review process and will review these outcomes monthly with FSOSS at monthly FSOS meetings. FSOSS will share data and outcomes with staff and monthly team meetings	CQI specialist, SRCA, PIP workgroup	All staff in the region are using data to track the process of improving placement stability outcomes for youth	Starting Dec 2010	Ongoing
84. Placement type for the child: 94. The children have experienced only two placements or less in their most recent entry in OOHC. 117. Is there evidence that services were offered / arranged to meet caregiver's needs to support the safety and stabilization of the placement? 119. Child is in a placement that the reviewer believes will last until permanency is achieved? 123. If the child experienced a move during the current OOHC episode, did it occur for reasons directly related to helping the child maintain family connections or achieve the permanency goal? 129a. The contacts reflect documentation that resource parents or relative caregivers are supporting the child in the following areas: permanency				

ACTION PLANNING – Northern Bluegrass

GOAL: Enhanced Child Stability and Permanency (Theme 2)

OBJECTIVE: Placement Stability

STRATEGY: Increasing stability while child is in placement Identified because of looking at the regional data of a high number of children having 3 or more placements in the life f the case.

TASK(S)	Lead Assigned	Evidence of Completion	Date Due	Date Completed
FSOS / Workers will hold placement stability meetings when a youth is in danger of disrupting from a placement. Workers will assure that family members are a part of these meetings. Region will track placement stability meetings. No one should request a higher level of care or a placement change without Placement stability FTM being held.	FSOS, SSWs	Placement preservation meetings are being held and planning to stabilize placement occurs or transitional planning occurs.	Jan 2011	Ongoing
OOHC Specialist will discuss with PCCs their responsibility to request a placement preservation meeting when issues are occurring in placements.	OOHC Specialist	PCCs are requesting Placement preservation meetings	Jan 2011	Ongoing
Staff will request written notice from a PCC who is giving 2 week notice on a child. They will request that the written notice has an explanation of the reasons for the notice / disruption of placement. We will also request that PCCs include their plans for stability and safety of the child during that 2 weeks. If the explanation is questionable, staff will consult with OOHC specialist Eric Dodson, who will address it with the PCC.	FSOS, SSWs	Staff have detailed information of concerns that need to be addressed so placement can be preserved if possible.	Jan 2011	Ongoing
OOHC specialist will discuss with PCCs the need for their participation and the participation of the foster family in Placement Preservation meetings.	OOHC Specialist	PCC staff and foster families are attending FTMs	Jan 2011	Ongoing

If placement cannot be salvaged at the FTM, transitional planning will occur using the 14 day notice to search for appropriate placement and do pre-placement visits.	FSOS, SSWs	Transitional planning occurs	Jan 2011	Ongoing
PCCs will be required by staff to provide the discharge summary with recommendations for the child prior to the expiration of the 2 week notice. OOHIC specialist will address expectations with PCCs.	PCCs OOHC Specialist	Staff have discharge information and recommendations to use in identifying best placement for youth	Jan 2011	Ongoing

ACTION PLANNING – Northern Bluegrass

GOAL: Enhanced Child Stability and Permanency (Theme 2)					
OBJECTIVE: Placement Stability					
STRATEGY: Giving Youth a Voice Identified staff having poor documentation that youth are being engaged in their cases. Expectation that youth who are engaged in decisions in their case will have better outcomes.					
TASK(S)	Lead Assigned	Evidence of Completion	Date Due	Date Completed	
A tip sheet will be created giving staff ideas on how they can engage youth in the case.	Samantha Oerther	Tip sheet created	Dec 2010		
The Capturing Youth Voices Tip sheet will be shared with FSOSS to use in coaching their staff. FSOS will share these ideas with staff and will look for documentation in cases of how staff engaged youth.	PIP leads; FSOS, SSWs	FSOS and SSWs have information and FSOSS are coaching staff. Documentation reflects youth engagement	Jan 2011	Ongoing	
Staff will attend in person (or by phone) monthly treatment team meetings for youth in care. Staff will advocate for youth at these meetings and assure that the youth have an opportunity to be heard in these meetings. Staff will coordinate with PCCs when these meetings are held so DCBS staff are available.	FSOS, SSWs	Staff are actively involved in treatment team meetings advocating for youth	Jan 2011	Ongoing	
PIP TIP posters will be created and posted in each office. One will cover Capturing Youth Voices and FSOSS will discuss the posters in team meetings.	PIP workgroup	Reminders of PIP information are posted monthly. FSOS discuss each month's theme at FSOS team meetings	Jan 2011	Ongoing	
Regional Staff will look for documentation of Youth engagement in 2 nd Level reviews.	2 nd Level reviewers	Youth engagement is being documented in cases	Jan 2011	Ongoing	

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ACTION PLANNING – Northern Bluegrass

GOAL: Enhanced Child Stability and Permanency (Theme 2)	
OBJECTIVE: Placement Stability	
STRATEGY: Using Quality Visits to Promote Placement Stability Identified staff having poor documentation around their visits to families and youth in OOHC.	
TASK(S)	Lead Assigned
A Tip Sheet on what should be covered during visits with Parents, youth, and foster parents/ caregivers will be created to assist staff in utilizing their time during visits to assure that all important issues are addressed and any concerns are addressed.	OOHC specialist
Examples of good documentation of quality visits will be created and shared with staff and FSOSs.	OOHC Specialist
Tip Sheets and examples will be shared with FSOSs and SSWs in the region. FSOSs will coach staff on improving their documentation of visits to assure that all pertinent information is being discussed and documented.	PIP leads; FSOSs
Regional Office staff will search for detailed documentation of quality visits during second level reviews.	2 nd Level reviewers
Evidence of Completion	Date Due
Tip Sheet created	Dec 2010
Examples created	Dec 2010
Date Completed	
	Ongoing
	Ongoing

ACTION PLANNING – Northern Bluegrass

GOAL: Enhanced Child Stability and Permanency (Theme 2)

OBJECTIVE: Improve Placement Stability

STRATEGY: Explore placement stability of relative placements
This was chosen as there were many children entering care due to relative placement disruptions as identified through the UR process.

TASK(S)	Lead Assigned	Evidence of Completion	Date Due	Date Completed
Region will review relative placement disruptions as identified through U&R process. Will review cases in TWIST and seek feedback from front line staff in order to determine learning opportunities and best practices.	Samantha Oerther, MSSW Student	Student will have a base of cases from which she can explore areas to improve the stability of relative placements.	July 2010	July 2010
Expectation that every team utilize the Home evaluation form in TWIST, and document evaluation in TWIST and ensure that thorough home evaluations are being completed with families.	Regional Management	FSOSS / front line staff will be advised that they must utilize the Home evaluation in TWIST and must be documented in TWIST.	Sept 2010	Ongoing
Tip sheet on how to complete a thorough home evaluation with be created and shared with staff in the region.	Samantha Oerther, PIP workgroup	FSOS and Staff will have a copy of the tip sheet for reference when completing Home evaluations	July 2010	complete
Relative placement Tip Sheet and Relative Placement decisions making matrix will be reviewed at FSOS meeting and shared with FSOS and staff in region.	Pam V; PIP workgroup	Staff will have copies of the Tip sheets to use for reference	Sept 2010	complete
Relative Placement Stability tip sheet will be developed based on research.	Samantha Oerther, MSSW Student	Tip sheet is completed and shared with staff in the region.	Sept 2010	complete
Relative Resource Handbook will be completed for staff to provide to relative placements.	Samantha Oerther, MSSW Student	Resource Handbook is available to staff to share with relative placements.	Sept 2010	complete
A comparison of worker tasks associated with relative placements and OOHC will be completed and shared with staff to encourage diligent searches for relatives.	Samantha Oerther, MSSW Student	FSOS will discuss this comparison tool with staff at team meetings to encourage finding relatives.	Sept 2010	complete

ACTION PLANNING

Cumberland Region

GOAL: Primary Theme 2: Enhanced Child Stability and Permanency

OBJECTIVE #

2B.2.3 Develop and implement regional action plans to increase placement stability

STRATEGY # 2B: Improve Placement Stability in the Cumberland Region

Barriers: Staff not providing enough information to foster parents and relatives when placing children. Foster parents and relatives not getting the support they need to meet the needs of some children.

TASK(S)	Lead Assigned	Evidence of Completion	Date Due	Date Completed
Remind workers to continue to use R&C and the regional placement coordinator to make placements, and ensure the SSW obtains and shares known information in its entirety.	Supervisors	Improvement in CQI Case Review items 85, 94, 117, 119, 123 and 129	ongoing	ongoing
At every annual reevaluation of resource homes, continue to update foster home resource books in each local office.	R&C team and local office supervisors	Resource Home books will be current	Ongoing	ongoing
Utilize FTM's "disruption" meetings prior to any move.	SSW/Supervisors/Regional Office staff	Improvement in CQI Case Review items 85, 94, 117, 119, 123 and 129	Ongoing	Ongoing

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Utilize the foster parent CQI process, Foster Parent Support Network, Adoption Support of Kentucky and Foster Parent Mentor Program to strengthen stability of placements.	R&C/Regional Office staff	CQI Minutes Stability of placements as evidenced by TWS-Q178S	Ongoing	Ongoing
Increase supports to caregivers -encourage caregivers to utilize respite -Ensure workers are responsive to, and available for, caregivers when needed -Utilize Impact Plus -Utilize Pre-school, HANDS and First Steps -Explore Kinship Care with relatives when abuse/neglect is substantiated	SSW/Supervisors/R&C staff	Improvement in CQI Case Review item 117	Ongoing	Ongoing

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ACTION PLANNING

GOAL: Enhancing Placement Stability for children in OOHIC	Northeastern Region			
OBJECTIVE: Decrease the number of placements for children in OOHIC				
STRATEGY: Identify Barriers and Develop Strategies to Address Not having a sufficient number of foster homes that match the OOHIC population (making a good match). Poor communication between staff and foster parents. Staff and foster parents lack of knowledge about reactive attachment disorder.				
TASK(S)	Lead Assigned	Evidence of Completion	Date Due	Date Completed
Include R&C on URC's when SSW believes a Foster Care Placement may be needed - Identify which R&C SSW covers which county - SSW will inform staff when scheduling URC as to whether foster home placement is likely - Staff scheduling URC will notify R&C SSW and R&C FSOS when	Cheryl Prince FSOS/SSW Christi Porter/Kim Phelps/ Jackie Burton	Cheryl will supply the list SSW will be providing the info R&C will be invited to the URC	12/3/10 Ongoing Ongoing	

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needed	Cheryl Prince	Form will be revised and sent to staff within the Region	12/30/10	
Revise the R&C Placement Checklist to include a tip sheet	Jackie Johnson	Training will be developed	12/30/10	
Develop a training to address Placement issues to include concept of First Placement / Best Placement	Social Service Specialist (Sharon, Jackie, Katherine, Eileen)	Training will be completed with staff	02/28/11	
Complete the above Training with Staff	Terri Combs & Lanna Skaggs	Training will be completed with Foster Parents	02/28/11	
Complete the above Training with DCBS Foster Parents at their CQI meeting	Lesa Dennis	E-mail sent to staff and Noted as part of the URC	12/6/10 and ongoing	
Discuss Relative Exploration Form at URC's and have Inv SSW to initiate the form				Action Step 2B.2.3 Part 8 KY 3 rd QR PIP report December 31, 2010

- Form will be available at the time of URC			
Develop Regional Diligent Recruitment Plan	Cheryl Prince	Regional Diligent Recruitment Plan developed	02/28/11
<ul style="list-style-type: none"> - Review Diligent Recruitment Report to identify regional specific needs - to include does the Region have enough homes & are the homes being recruited meeting the Regions specific needs. - Review the 058, 178S & other related data 	Lesa Dennis	Protocol Developed	12/30/10
Develop a regional	Jackie Burton	Database – Share Folders	02/28/11

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database to include pictures of family, pets, caregiver information. Database will be in shared folder for staff to access	Reinforce the practice of scheduling URC's and FTM's to avoid placement disruptions leading to a higher level of care. Will be included in training discussed earlier and included as part of case review process	Lesa Dennis Cheryl Prince Angela Estep	Discuss at FSOS meeting and ongoing as coaching/mentoring opportunities arise	12/30/10 and ongoing
	Reinforce joint visit between R&C and P&P worker after placement. (review SOP for # days required after placement)	Lesa Dennis Cheryl Prince Angela Estep	Discuss at FSOS meeting and ongoing as coaching/mentoring opportunities arise	12/30/10 and ongoing
	Process for meetings between R&C, SSW's, and foster parents to improve communication/build	Cheryl Prince Lesa Dennis Angela Estep	Process Developed	1/15/11

Action Step 2B.2.3 Part 8

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collaboration	Vince Geremia Kristy Back/Vince Geremia Vince Geremia/SRAACA's Regional staff	Training developed Staff identified Staff Trained	02-28-11 1/30/11 2/28/11	Action Step 2B.2.3 Part 8 KY 3rd QR PIP report December 31, 2010
Require a structured/facilitated FTM at the 5 day OOHIC conference - Develop a facilitator training for FTM's - Identify staff to be trained - Train identified staff	Lesa Dennis Melinda Vise Michelle Herron Work with training branch to schedule/conduct training on Reactive Attachment	Review regional data regarding PCC/DCBS moves to look if any differences in frequency of moves and develop strategies to address	Info reviewed and Strategies developed Training scheduled and completed	

Disorder for all SSW's and FSO's in the Region	CQI specialist		

Use CQI to measure progress 84, 94, 117, n119, 123, TWIST 058 and 178S

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ACTION PLANNING

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GOAL: Theme II Enhance Child Stability and Permanency OBJECTIVE: To Improve placement stability and enhance process for monitoring placement stability	Two Rivers Service Region: 11/17/10 (rev)					
STRATEGY: 2B.2.3 To reduce the length of time in OOHIC and to reduce the number of placement disruptions. The longer a child stays in OOHIC and the older the child is the more placement moves they have. Need to match the type of homes that are recruited with the type of child the is coming into care.						
TASK(S)						
Review data (statewide and random regional reviews) to determine the factors influencing placement stability.	SRCA Specialists	Evidence of Completion	Date Due			
		Regional random reviews were completed as well as a review of data from Central Office. It was determined that the primary factor influencing placement stability was the length of time children are in OOHIC. This information was shared with regional management on 10/29/10.	9/10 10/29/10			
Establish a regional baseline for the: average length of stay in OOHIC; and the number of children	CQI Specialists	Baseline established and reported to CORE group at December meeting.	12/2010			

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with 2 or more placements.	Stacey G. and Julie J.— ASFA Reviews and 17 and Older meetings. Anita B. and Amy C.— SWIFT/SNAP reviews. FSOS’ Regional Management CQI Specialists	10% reduction in the regional baseline for average length of stay in OOHIC.	12/2011
Monitor and track the timely transition to permanency through facilitated case staffings— ASFA reviews; SWIFT/SNAP reviews; 17 and Older meetings; RT follow-up. 178S	R&C FSOS’ SRCA	Utilize the 058 report to track progress	2/15/11
Determine the number, types, and location of Resource homes needed to adequately meet the need of the children entering OOHIC.	CQI Specialists	Regional recruitment plan developed and distributed among regional management.	
Identify the Resource homes with no placements in six months.	R&C FSOS’ SRCA	Utilize 058 sort; Resource Capacity sort.	7/2010 and on-going
Develop training to address the barriers to accepting placements and provide training to Resource families on “homes with no placements” list.	CQI Specialists	List developed and reviewed quarterly by SRCA and R&C FSOS’	7/2010 and on-going
	R&C FSOS’ R&C staff SRCA	Utilize the Resource Capacity report	7/2010 and on-going
	R&C FSOS’ R&C staff SRCA	Training outline “A New Way of Thinking: Expanding Your Outlook of Resource Homes” developed and training offered in two locations within the region. R&C staff are discussing barriers during quarterly	First round of training offered by the end of 2010.

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		home visits; encouraging respite for children outside of the Resource home's acceptance scale; etc.		
Emphasize the support necessary to retain Resource parents.	SRCA FSOS; Regional management CQI Specialists	Customer Service presentation developed and presented to FSOS Staff meeting on 11/16/10. A component of "customer service" will be addressed quarterly during the FSOS Staff meetings in the following months of 2011 -----Feb.; May; August; and, November.	11/2010	11/16/10 and on-going
		10% reduction in the baseline number of children who have 2 or more placements.	12/2011	On-going
		Progress demonstrated through improved scores on second level CQI reviews---specifically questions: 84; 94; 117; 119; 123; and 129A.		

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ACTION PLANNING

GOAL: Enhance Child Stability & Permanency					Jefferson Region	
OBJECTIVE: To Increase Placement Stability 2B.2.3						
STRATEGY: To decrease the number of placement moves that any child experiences Some children placed in PCC's are not receiving adequate mental health services. Some children placed in DCBS homes not getting mental health services timely. Not matching the foster home population with the type of children who are entering care.						
TASK(S)	Lead Assigned	Evidence of Completion	Date Due	Date Completed		
1.Reinforce the use of Fac. Staffings for all placement disruptions a-Encourage earlier use of Fac Staff/FTM or prevention plan to plan services to prevent disruption by memo to staff & presentation in CQI. b-Develop Placement Disruption Prevention Tip Sheet c-Develop memo to PCC providers reminding them of placement disruption protocol. d-One Fac Staff will document use of	Regional Office Angie Cornett Angie Cornett Denis Hefton	Memo sent to staff and CQI minutes Tip Sheet distributed to staff Memo sent to PCCs Log of disruption staffing	Dec 15 th Jan 5 th Jan15th Begin Nov 29 th			

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prevention strategies prior to Fac Staff for disruptions as pilot.	e-Increase participation of PCC staff & FPs in disruption staffing. Measure progress using CQI questions 84, 94, 117, 119, 123, and 129A. TWIST 058 and 178S	Their presence recorded in TDM data base	Begin after memo of Jan 15
	2. Continue utilization of URC process to assist in making appropriate placements to prevent disruptions. This will be reinforced by the disseminations of the Foster Care Placement Process and reviewing with staff.	Kim Anderson/ Angie Cornett	CQI minutes Dec 15
	3. Placement exceptions will be carefully reviewed for appropriate support plans the will prevent disruptions.	SRAAs/Angie Cornett/Jackie Stamps	Exception documentations Beginning Nov 15

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4. Implementation of new written IL protocol that prevents youth that discharge from residential to go straight to IL placement.	URC	URC minutes	Beginning Nov 15
5. Staff will notify Regional Office regarding lack of PCC services or foster home concerns for documentation, tracking and resolution.	Angie Cornett	Log kept by Angie	Beginning Nov 15
6. All children removed from home will receive First in Care mental health assessment that will be scheduled within 7 days of placement	Angie Cornett	Tracking by Angie	Began in Nov 2010
7. Implementation of Ice Breaker meeting between FP and NP upon removal	Kim Anderson/ Marsha Roberts-Blethen	Meetings held	Jan 2011
8. Review of DCBS home that have not been utilized in 9-12 months to determine why and if any will expand their	Kim Anderson	Meetings held	Jan 2011

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acceptance to have more homes closer to home and less crowding.		

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ACTION PLANNING

GOAL: Theme II: Increase Placement Stability		Southern Bluegrass Region		
OBJECTIVE: Develop and Implement				
STRATEGY:		Barriers: Workers not completing 886's properly and foster home not able to assess their ability to care for the child. Identified two counties that had the most placement moves. Workers taking first placement offered vs. trying to match child to the home.		
TASK(S)	Lead Assigned	Evidence of Completion	Date Due	Date Completed
Chart placement move data from prior 2 fiscal years.	Diane Banks	Bar graphs	12/6/10	12/6/10
Present data to FSOS's	Diane Banks	Presentation	2/15/11	
Narrow mgmt report to identify 2 counties/team with greatest # of moves. Total # of kids in OOHC (% of moves)	Diane	Data presented	12/6/10	12/6/10
Present training to FSOS on stages of disruptions	Christa Bell	Presentation	2/15/11	
Ask CRP folks to provide data regarding 886/886A. Common from PCC?/themes	Virginia Jones Crissy Grubbs	Email sent/response	12/6/10	11/15/10 and 11/18/10
CRP presentation to FSOS	Liz Sondra	Presentation	2/15/11	
Work with 2 identified counties/teams to	Identified SRAA's of said counties/teams	# of consultations	4/30/11	

Action Step 2B.2.3 Part 11

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complete UR's prior to moves.			
Develop tracking system to monitor number of moves	Christa Bell, Michelle Anderson, Linda Sanders, Crissy Grubbs	System developed and implemented (conference call)	12/30/11 (ongoing implementation)
Discuss issue of placement stability quarterly PCC meeting. Discussion will be focused on the PIP, SOP related to having FTMs prior to placement moves, etc.	Christa Bell	Discussion held at the quarterly PCC meeting	1/30/11 12/2/10
CQI peer review data to assess progress using (84, 94, 117, 119, 123, and 129A). Twist 058 and 178S			
PIP Tips for staff	Belima Turner Shelly	Email sent to staff on a weekly basis	12-6/10 (CRP 886) 12-13-10 (Disruption FTMs) 12-20-10 (Engagement of treatment planning) 12-27-10 (Worker involvement in treatment team meeting)

Action Step 2B.2.3 Part 11
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ACTION PLANNING

GOAL: Enhancing Stability of Placement in OOHC (2B)				
OBJECTIVE: Decrease number of placement episodes within 12 month period				
STRATEGY: Identify barriers One of the areas indentified in this region is a lack of support for our foster homes and relative caregivers, we also have identified that children who have undiagnosed/ or untreated mental health needs disrupt more. Recruiting and certifying foster homes to match our population.				
Task(s)	Lead Assigned	Evidence of Completion	Date Due	Date Completed
Ongoing worker use Worker Visit Template to help identify issues that may lead to disruption	DeDe Sullivan	Included in Regional Protocol Address @ FSOS meeting in August 2010	Ongoing	
Utilize disruption consultation form and hold disruption meeting once early warning signs are noticed	DeDe Sullivan	Distribution of Disruption Consultation Form	Ongoing	
Create Regional Protocol for follow-up consultation	Marcus Haycraft Carolyn Overall Kelly Domman Frances Waddle R&C	Protocol distributed	8/31/2010	
R&C develop tracking mechanism for disruptions in R&C foster homes	DeDe Sullivan	Tracking mechanism in place	8/31/2010	
Identify foster homes with 2 or more disruptions; hold an URC to internally review issues and identify trends	DeDe Sullivan	Identified homes are URC'd and trends identified and addressed	Ongoing	
Create hybrid form with Worker Monthly Visit form and forms used in other counties	Melissa Farmer	Form completed	8/31/2010	
R&C supervisors identify concerns for agency practice (foster parents' issues with Cabinet)	DeDe Sullivan	Barriers Identified	8/31/2010	

GOAL: Enhancing Stability of Placement in OOHC (2C)				
OBJECTIVE: Decrease number of placement episodes within 12 month period				
STRATEGY: Identify solutions to stabilize placements				
Task(s)	Lead Assigned	Evidence of Completion	Date Due	Date Completed
Create program for immediate assessment for initial placements in OOHC	DeDe Sullivan	Protocol implemented	8/31/2010	
Utilize respite from initial placement and incorporate on Case Plan	R&C Worker	Ongoing	Ongoing	
Complete resource manual to Public folder	Gray Coy	Resource manual updated quarterly	Quarterly - ongoing	
Update and review diligent recruitment plan	DeDe Sullivan R&C Supervisors	Plan updated	10/29/2010	
R&C worker and foster parents formally invited to case planning conferences	FSOSS	Review in FSOSS meeting Measure using CQI questions 84, 94, 117, 119, 123 and 129A	Ongoing	
Identify relatives within 30 days, use as possible support (Relative Resource Worksheet)	FSOSS	Relatives are identified within timeframes	Ongoing	